



23rd ANZAM Conference 2009 'Sustainability Management and Marketing'

1 – 4 December 2009

Crown Promenade Hotel
Southbank [Melbourne]

Peer Reviewed Papers: The conference papers included on this website were double-blind, peer reviewed in accordance with DIISR requirements

Editor: Dr Nicholas Beaumont, Department of Management, Monash University, Victoria

Handbook



Conference Secretariat
Promaco Conventions
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ANZAM Welcome

Welcome from the ANZAM President

On behalf of the ANZAM Executive I welcome you to the 23rd ANZAM Conference hosted by the Department of Management, Monash University, Melbourne 2009.

The conference theme this year is both timely and of great significance, not only for our academic disciplines of course, but it also reflects one of the 'great challenges' facing us all in the 21st Century. Keynote presentations by Professor Tim Flannery and Professor Dexter Dunphy will present opportunities for further insights into *Sustainable Management and Marketing*, particularly in respect of their recognised fields of sustainable development and environmental strategy.

Presentations from authors of papers in a program across 16 streams, interactive workshops and poster presentations will provide educators, managers and leaders in all fields of industry and endeavour the opportunity to engage with the conference theme in a responsive and strategic manner.

The academic program this year is further enhanced by a collaborative approach in bringing together the primary professional bodies for management and marketing educators, researchers, students, scholars and practitioners in a combined day of activity.

We look forward to other opportunities for collaboration and interaction with you during the program of social activities including the Happy Hour Welcome, a Cocktail Reception at the National Gallery Victoria and the Conference Dinner.

I thank participants and guests from twenty-four international locations, New Zealand and Australia for their commitment to ANZAM, and hope that you enjoy your stay in the City of Melbourne.

My thanks also go to the Monash Team who have worked in collaboration with the ANZAM Secretariat and Promaco to bring us together for ANZAM 2009.



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Ronel Erwee

From: Ronel Erwee
Sent: Tuesday, 29 September 2009 12:34 PM
To: 'ksibanda'; Eric Ng
Subject: FW: 23rd Annual Australian and New Zealand Academy of Management Conference - Decision on Manuscript ID ANZAM2009-073

Hi Khutula and Eric

This is the second paper that was accepted with minor changes. I will be making them next week and uploading the adapted paper on the conference site.

Khutula, I will be presenting both papers at the ANZAM conference - so you need not worry about travelling to AUS.

Regards,

Prof Ronel Erwee

School of Management and Marketing

Faculty of Business

Program Coordinator: DBA Research programs University of Southern Queensland, Toowoomba, QLD 4350, AUSTRALIA erwee@usq.edu.au tel 61 (07) 4631 1173 Provider code 00244B

-----Original Message-----

From: onbehalf@scholarone.com [mailto:onbehalf@scholarone.com] On Behalf Of michelle@promaco.com.au
Sent: Tuesday, 29 September 2009 12:01 PM
To: Ronel Erwee
Subject: 23rd Annual Australian and New Zealand Academy of Management Conference - Decision on Manuscript ID ANZAM2009-073

28-Sep-2009

Dear Prof. Erwee:

Following a process of double-blind peer review, I am pleased to advise that your manuscript entitled "Zimbabwean exporters: differences between low and high performers." has been accepted in the refereed stream for the 23rd Annual Australian and New Zealand Academy of Management Conference, subject to you addressing the MINOR REVISIONS recommended by the reviewers and included at the foot of this letter for your reference.

Final paper submission date is FRIDAY 2 OCTOBER 2009.

To revise your manuscript, PLEASE FOLLOW THE STEPS BELOW:

1. Log into <http://mc.manuscriptcentral.com/anzam2009> and enter your Author Center, where you will find your manuscript title listed under "Manuscripts with Decisions."

Under "Actions," click on "Create a Revision." Your manuscript number has been appended to denote a revision.

2. You will NOT be able to make revisions on the originally submitted manuscript. Instead, revise your manuscript using a word processing program and save it to your computer.

When the revised manuscript is ready, upload it and resubmit it through your Author Center.

3. When submitting your revised manuscript, to assist with checking, please ensure you clearly outline the changes/revisions made to the original manuscript in the first section - 'View and Respond to Decision Letter'.

PLEASE DO NOT leave tracking in your document.

4. Final papers for publication should include the title, all author details (affiliations, emails) the abstract and keywords.

5. The presenting author* must be indicated with an asterisk.

6. Final papers MUST CONFORM TO THE ANZAM AUTHOR GUIDELINES regarding paper length, layout and spacing. It is important that you edit your paper as necessary, as all final papers will be CHECKED FOR CONSISTENCY.

7. The author must also ensure the paper is complete, grammatically correct and without spelling or typographical errors.

8. IMPORTANT: Your original files will be available to view when you upload your revised manuscript. To avoid any confusion, please DELETE all redundant files before completing the resubmission.

COVER PAGE - Should include title, authors, affiliation, email, abstract, keywords. Title (please ensure that the title is short, simple and conveys the academic focus of the paper clearly). Limit of 200 characters. Abstract (summarise paper including findings and conclusions, limit 120 words)

BODY OF PAPER - The page limit for paper submission is twelve (12) x A4 pages with double-spaced text, 11-point Times New Roman font.

Note: page limits EXCLUDE the cover page with title, author details, abstract and keywords, references/bibliography and tables/figures (which can be placed at the end of the document OR within the document as preferred).

The two files (cover and paper) will be merged for publication by the system.

9. The paper title and abstract will also be downloaded from within the system. Therefore any edits to your paper title and abstract must also be made in the online version. The full paper will be published in the conference proceedings.

10. Oral presentations will be limited to 15 minutes, plus 5 minutes for questions.

A reminder that as a commitment to attend and support the conference, presenters must complete earlybird registration by FRIDAY 2 OCTOBER 2009.

Online registration and a pdf registration form are currently available at <http://www.anzam.org/conference>

Thank you for your contribution. On behalf of the 23rd Annual Australian and New Zealand Academy of Management Conference, we look forward to receiving your revised paper.

Sincerely

Michelle Ainsworth
Conference Coordinator
on behalf of

Prof. Quamral Alam
Stream Chair, 23rd Annual Australian and New Zealand Academy of Management Conference

Chair Comments to the Author:
(There are no comments)

Reviewer(s)' Comments to Author:

Reviewer: 1

Significance/Importance of the Topic : 3-Average

Reviewer: 2

Significance/Importance of the Topic : 2-Below Average

Reviewer: 1

Conceptual Foundation / Building on Relevant Literature : 4-Above Average

Reviewer: 2

Conceptual Foundation / Building on Relevant Literature : 3-Average

Reviewer: 1

Development of research questions/aims and objectives: 3-Average

Reviewer: 2

Development of research questions/aims and objectives: 2-Below Average

Reviewer: 1

Methodology (may not be relevant for a conceptual paper): 4-Above Average

Reviewer: 2

Methodology (may not be relevant for a conceptual paper): 3-Average

Reviewer: 1

Quality of Analysis/Coherence of Argument : 3-Average

Reviewer: 2

Quality of Analysis/Coherence of Argument : 2-Below Average

Reviewer: 1

Relevance of Findings for Theory/Policy/Practice: 3-Average

Reviewer: 2

Relevance of Findings for Theory/Policy/Practice: 3-Average

Reviewer: 1

Clarity/Readability: 3-Average

Reviewer: 2

Clarity/Readability: 2-Below Average

Reviewer: 1

Overall Evaluation as a contribution*: 2-Marginal

Reviewer: 2

Overall Evaluation as a contribution*: 2-Marginal

Reviewer: 1

Strengths of this Paper: : Well articulated and well explained methodology
Specification of practical implications

Reviewer: 2

Strengths of this Paper: : It is a highly relevant topic and there is extensive research undertaken in this area

Reviewer: 1

Suggestions for Improving this Paper: Need to improve language skills. In page 3, paragraph two, .. South Africa did not perform well besides the fact that this is their... the word 'besides' is to be replaced by 'despite'
In the first instance, the author(s) need to mention what does SADC stand for
In page 10, in the para 1, line 5 the word 'too' should be replaced by 'two'
It is not clear to the reader which bit is found in survey and which bit is taken from secondary study. Too much reliance on Sibanda (2008) need to be revisited.

Reviewer: 2

Suggestions for Improving this Paper: The article requires editing. Improve clarity overall. Maintain a continuous tense in writing - preferably stay in present tense. Need more explanation of introduced terms e.g. "economic obstacles", "economic factors". It needs to employ a standard methodological approach for instance

- Use literature review to develop hypotheses for testing
- Use lit review to identify previously researched variables with clarity

The authors should avoid making weakly substantiated conclusions.

Another suggestion would be to consider changing statistical technique - such as Exploratory Factor Analysis. The variables can be narrowed there are too many variables tested :36. Better lit review will help to identify previously researched variables ; and help to reduce the number of variables tested.



Sustainable Management and Marketing



MONASH University
Business and Economics
Department of Management

ANZAM PROVISIONAL PROGRAM 2009

2009 TRACK CHAIRS

POM	1. Philosophy of Management	Assoc Prof Mark Dibben and Dr Cristina Neesham	M&C	9. Marketing and Communication	Assoc Prof Andrew Parsons
L&G	2. Leadership and Governance	Dr Sen Sendjaya	OB	10. Organisational Behaviour	Prof Mary Barrett
CMS	3. Critical Management Studies	Prof Gabriel Donleavy	PSN	11. Public Sector and Not-for-Profit*	Assoc Prof Ken Coghlin
ESB	4. Entrepreneurship, Small Business and Family Enterprise	Prof Udo Staber	RM	12. Research Methods*	Prof Ray Cooksey
GDO	5. Gender and Diversity in Organisations	Prof Glenda Strachan and Dr Erica French	SM	13. Strategic Management	Dr Quannul Alam
HRM	6. HR Management and Development	Dr John Molineux	SSM	14. Sustainability and Social Issues in Management*	Assoc Prof Greg Wood
IM	7. International Management*	Assoc Prof Katherine Hutchings	TIM	15. Technology, Innovation and Supply Chain Management*	Dr Nicholas Beaumont
MED	8. Management Education and Development*	Assoc Prof Anne Ross-Smith	OC	16. Organisation Change	Dr Melanie Bryant

*Tracks of interest to both ANZAM and ANZMAC

MONDAY 30 NOVEMBER 2009

0845	Doctoral Colloquium Workshop Registration				Victoria University, Melbourne CBD
0900	Doctoral Colloquium Workshop commences at the Victoria University, Melbourne CBD				
1700	Workshop Day 1 concludes				

TUESDAY 1 DECEMBER 2009

0900	Doctoral Student Workshop continues at the Victoria University, Melbourne CBD				Victoria University, Melbourne CBD
1230	Outgoing ANZAM Executive Meeting (concludes 1630)				Crown Promenade - Executive Boardroom
1645	Conference Registration commences - Crown Promenade Foyer Level 2				Crown Promenade Foyer Level 2
1800	Welcome Happy Hour - Crown Promenade Foyer Level 2				Crown Promenade Foyer Level 2
1930	Free evening				



You are invited to attend an

ANZAM Executive Dinner

to recognise the contribution of those Executive members whose terms finish at the end of 2009

The dinner will be held at

***World Restaurant & Bar
Shop 4, Building 2, Riverside Quay
Southbank, Melbourne
(Phone: (03) 9690 6999)***

**on Tuesday 1 December 2009
at 7.30pm
(following the Conference Happy Hour)**

**RSVP to Anne Anderson:
anzam@griffith.edu.au
by *Tuesday 24 November 2009***

Thursday 3 December 2009

	WORKSHOP O	WORKSHOP P	WORKSHOP Q
	M11	M12	M13
1540 - 1720	014 Exploring sustainable firm level productivity in the New Zealand food and beverage sector Renton, Michelle; Campbell, Charles; Daelenbach, Urs; Davenport, Sally; Motion, Judy; Leitch, Shirley; Love, Matene; Bryson, Jane; Haar, Jarrod	095 Human resource management practices of multinational corporations in Australia Burgess, John; McDonnell, Anthony; Stanton, Pauline; Boyle, Brendan; Dowling, Peter	423 Management of innovation research after Cutler: setting the agenda McLoughlin, Ian; Charles, David
1720	Close of sessions		
1845 - 1915	Pre-Dinner Drinks and ANZAM Awards Presentations		
1915 - late	Conference Dinner		
Promenade – P1			
Crown Casino Palladium Ballroom			

FRIDAY 4 DECEMBER 2009									
0830 - 0900	Registration – Crown Promenade Foyer Level 2					Crown Promenade Foyer Level 2			
0900 - 0920	ANZAM Track Award Presentations: 9-16					Promenade – P1			
0920 - 1000	KEYNOTE PLENARY: Professor Dexter Dunphy (Distinguished Professor, University of Technology Sydney)								
1000 – 1030	Morning Tea – Crown Promenade Foyer Level 2								
CONCURRENT SESSIONS									
Room	M9	M2	M1	M3	M8	M4	M6		
Chair									
Theme	01 POM	06 HRM The HR Profession	10 OB Managing Conflict / Teams <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	12 RM Research Methods I	14 SSM	15 TIM Project Management and Risk	WORKSHOPS	
1030	034 Deadly vision – economic and socially speaking: what future can we build? Fernandes, Manuel	018 Human resource management in TAFE institutes in Australia Smith, Andrew	461 Exploring trust building processes in the face of conflict Ng, Ju Li; Ayoko, Oluremi	500 The creation, development and integration of client charters in the Malaysian public sector: a progress report Abdullah, Hazman; Mustapha, Raja	345 Should partial least squares be used for analysing psychological constructs? Rouse, Anne	470 Environmental Surroundings and Personal Well-Being in Urban China Nielsen, Ingrid; Smyth, Russell	054 The role of projects in organisations – an executive leadership approach Zwikaef, Ofer; Smyrk, John		

Theme		01 POM Wisdom Workshop	02 L&G Leadership and Structures	04 ESB	05 GDO	06 HRM Employment – Retention and Other Issues	10 OB Co-workers / Stress and Emotion <i>Sponsored by John Wiley & Sons Australia</i>	13 SM	14 SSM	15 TIM Innovation IV and Supply Chains	16 OC Technology and Change	WORKSHOPS										
1620	238	Asking the right questions for a wisdom culture McKenna, Bernard	224	Role smbgulity and nonprofit volunteer board member performance Doherty, Allison; Hoyer, Russell	365	Identifying and measuring motivational factors in conducting network marketing business by Chinese immigrants Dai, Fu; Teo, Stephen; Wang, Karen	162	Behind the scenes: the hidden power of women in family businesses Houqaz, Laura; Betta, Michela	067	The retention of software development employees in the IT industry in Taiwan Tseng, Chin-Yao; Wallace, Michelle	006	The entrepreneur and the bully McKay, Ruth	439	Does HR matter to workers' emotional exhaustion?—an organisational support perspective Yu, Chongxin	278	Knowledge management capability as a source of competitive advantage: an empirical study of Vietnamese enterprises Nguyen, Thi; Neck, Philip	279	Towards a model of corporate social responsibility (CSR) in the ready made garments (RMG) industry in Bangladesh Bangladesh Haque, Ziaul; Azmat, Fara Presenter Le, Huong	407	Supplier development - capability development and funding: cases from Malaysian automotive industry Abdul Kadir, Kadzina; Tam, On; Ali, Hassan	302	A decision support tool for managing organisation change Watters, Robyn; McGrath, Michael
1640	DISCUSSION	236	Governance and management interaction in a child care setting Byrne, Suzanne	292	Microcredit and poverty alleviation: advancing understanding of institutions and complementary activity Middleton, James; Seymour, Richard	444	Multiculturalism at work: cultural convergence between Maori and Chinese in New Zealand the relevance of collectivism, long term orientation and perceptions of time Houkamau, Carla	489	Building a model of community integration and quality of life to address retention problems of GPs (General Practitioners) in rural and remote Australia Verma, Prikshat	225	Bullying in New Zealand's higher education sector: the impact on job satisfaction and performance Thirlwall, Allison; Haar, Jarrod; Zorn, Ted	418	Exploring the impact of context-specific job stressors on employee work outcomes Teo, Stephen; Newton, Cameron; Soewanto, Karina	004	Responding to sustainability: a model exploring the impacts of boards of directors and organisational strategic flexibility Galbreath, Jeremy; Nicholson, Gavin	003	Corporate social accounting as stakeholder risk management Greenwood, Michelle; Van Buren III, Harry	251	The effect of supply chain information integration on logistics integration and firm performance Pratiogo, Daniel; Ohlager, Jan	402	The business logic and the enterprise systems ventures – the enterprise system as a political tool Westelius, Alf	
1700	DISCUSSION	DISCUSSION	DISCUSSION	110	Rural enterprise development through microloans: lessons from Malaysia Chan, Sow Hup; Abdul Ghani, Mazanah	438	Is that acting or are you just being a nurse: an ethnographic interpretation of nurse managers performing emotional labour Pearl, Frances; Roan, Amanda	417	Does 'fit' matter in nonprofits? Exploring value congruence, role stressors and employee health Newton, Cameron; Framm, Jennifer	269	The adoption of strategic marketing: a comparison of New Zealand and Chinese manufacturers Brooksbank, Roger; Taylor, David; Garland, Ron	408	Relationships between safety climate perceptions, personality and employee stress and burnout: modelling the relationships in a healthcare setting Burning, Nealia; Wilkinson, Nicole; Irvine-Day, Shelley	046	Competitive and flexible company structures using vertical integration and cooperation: empirical studies of the commercial printing industry Mejtoft, Thomas	198	Reframing occupational health and safety management: a social innovation approach Dawson, Patrick; Zanko, Michael	240	The interaction of internal and external integration and its impact on performance Yang, Hongjiac; Sun, Linyan; Sohal, Amrik; Li, Gang; Zhao, Li	DISCUSSION		

CONCURRENT SESSIONS												
Room	M5	M8	M3	M7	P3	M6	M4	M1	M10	M2	M9	
Chair												
Theme	01 POM Wisdom Workshop	02 L&G Leadership and Structures	04 ESB	05 GDO	06 HRM Employment – Retention and Other Issues	10 OB	10 OB Co-workers / Stress and Emotion <i>Sponsored by John Wiley & Sons Australia</i>	13 SM	14 SSM	15 TIM Innovation IV and Supply Chains	16 OC Technology and Change	WORKSHOPS
1540	315 Management education and wisdom: what they can do for promoting sustainable development? Bloslavo, Roberto	043 Utilizing internal corporate governance mechanisms to safeguard investment in China Hu, Helen; Verhezen, Peter; Tan, Monica	380 Understanding the do-it- yourself investor: a new type of entrepreneur Perone, Lisa; Vickers, Margaret; Jackson, Debra	257 Do they speak SNAAG? Comparing male students' perceptions of workplace communication dilemmas with those of female students and female managers Barrett, Mary	128 An empirical analysis of international staff retention employed by health boards in New Zealand Nel, Pieter; du Plessis, A.J.; Rodrigues, W	182 Browsing and emailing: impact of cyberloafing on work attitudes Lim, Vivien; Chen, Don	209 Unpacking the coworker influence: a moderated mediation model of coworker exchange quality and coworker organizational citizenship behaviour Chen, Zhiyun; Takeuchi, Riki	249 Dynamic capabilities and the strategy formation process Arndt, Felix; Staber, Udo	309 Advancing CSR performance: evidence from Australian informal work Burchielli, Rosaria; Delaney, Annie	008 Technological invention to product innovation: a project management approach Ahn, Mark; Zwikael, Ofer; Bednarek, Rebecca	237 Why is it so hard to set up systems for staring electronic health records? A framework for investigating complex sociotechnical change Garrey, Karin; Dalley, Andrew	
1600	535 Going with the flow: teaching as being, not technique Hays, Martin J	258 Boardroom identities: can independence be 'Cued' in directors? Nicholson, Gavin; Turniciff, Deborah	190 Framework of entrepreneurial orientation and networking: a study of SMEs performance in a developing country Kusumawardha ni, Amie; McCarthy, Grace; Perera, Nelson	431 The effect of race similarity on job applicant attraction and pursuit intentions Ng, Yin Lu; Bordia, Prashant; Kulik, Carol	068 Multi-skilling in the hotel industry in Taiwan Chen, Li-Cheng; Wallace, Michelle	506 Online social networking and the creation of new organizational issues Bassi, Mia; Plester, Barbara	192 Mentoring and employee job- reduced stress: an examination of the cultural context on mentoring effects in China Qian, Jing; Hays, Jay; Chen, George; Lin, Xiaosong	291 Use of virtual communities-of- practice for intra-firm knowledge transfer: barriers to dynamic capability formation Gupta, Aiyaz; Soo, Christine; Cordery, John	051 Attitudes of social responsibility: cross-national longitudinal comparisons between managers and non-managers Oliver, Amalya;Factor, Roni; Montgomery, Kathleen	221 FDI and intra- industrial technology spillovers: empirical study on China's manufacturing industries Zhao, Zengqiao; Xu, Tao	259 Enhancing eServices in Australian Local Government: The role of strategic leaders and employee commitment to change Hossain, Chowdhury; Joiner, Terri; Brown, David	

Thursday 3 December 2009

WORKSHOPS														
Theme	01 POM Wisdom Workshop	02 L&G Leaders and Led	04 ESB	06 HRM Work Life Balance	10 OB	10 OB Personality at Work / Co- workers <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SM	15 TIM Innovation III	16 OC Theory and Practice	Pearson Master Class		
1450	107 Why we need wisdom in knowledge intensive organisations: when theory goes bad Rooney, David	087 A silent cry for leadership: organizing for clusters Sydow, Joerg, Lerch, Frank, Huxham, Chris; Hilbert, Paul	133 Motivations and value creation: a comparison of commercial and social entrepreneurs Ruskin, Jennifer, Seymour, Richard; Webster, Cynthia	173 What about me? Avoiding fatigue and gaining personal time in the work to leisure transition in work-life balance initiatives Brown, Kerry; Ling, Sharine; Bradley, Lisa; Lingard, Helen, Townsend, Keith	448 482 Mixed method research to inform regulatory reform: the case of rail environmental regulation von der Heide, Tanja; Charles, Michael	449 Prejudice and the experience of aggression: the role of gender, emotion, and climate in a male- dominated workplace Alberto, R., Melgoza, Ayoko, Oluremi, Ashkanasy, Neal	075 Hippocratic oaths and hypocritical practices: NPM and the public health system Sheridan, Alison; O'Sullivan, Jane	073 Zimbabwean exporters: differences between high and low performers Sibanda, Khutula; Erwee, Ronel; Ng, Eric	010 Exploring the social domain of a corporate social responsibility (CSR) model for India and Pakistan Sayed, Ali; Stubbs, Wendy	296 Innovation in networked organisations: a social perspective Johnson, Claire; Daniel, Lisa	446 Tracking organizational change towards corporate sustainability Kirschl, Christina; Parry, Warren; Spittle, Jonathan; Peake, Cameron	The use of simulations in management education Ruth, Damian		
WORKSHOP L														
M11														
1330 - 1510	540 II Sport as Business Symposium - Industry Perspectives Session Chair: Max Coulthard Industry speakers and panel members: Mark McAllion CEO Vicsport Anne-Marie Harrison, CEO, Victorian Institute of Sport Kate Palmer, CEO Netball Australia Danny Corcoran, CEO, Athletics Australia Dr Peter Hertan, Executive Director, Sport & Recreation Victoria (tbc) Kate Roffey, Tennis Australia Danielle Bleazdy, Events Manager, Australian Football League Martin Doulton, Director, Monash Sport Geoff Lord, MD, Belgravia Group and CEO Melbourne Victory (tbc) Mike McKenna, GM Marketing Services, Cricket Australia (tbc)				290 Unpacking the black box: Investigating the relationships among OB and HR practices to develop and retain employees Gudmundsson, Amanda; Immer, Bernd; Bradley, Lisa; Seibert, Scott; Bish, Adelle; Kraimer, Maria; Sung Oh, Hyun; Sargent, Leisa; Allen, Belinda; Kabanoff, Boris								035 How do I design a robust qualitative study? A practical guide to research design Fitzgerald, Janna; Dadich, Ann	
WORKSHOP M														
M12														
WORKSHOP N														
M13														
1510 - 1540 Afternoon Tea – Crown Promenade Foyer Level 2 and Tide University Press BOOK LAUNCH - Julia Connell & Stephen Teo (Editors), Strategic HRM: Contemporary Issues in the Asia Pacific Region														

Theme		02 L&G Leaders and Led	04 ESB	06 HRM Work Life Balance	10 OB	10 OB Personality at Work / Co- workers <small>Sponsored by John Wiley & Sons Australia</small>	11 PSN	13 SM	14 SSM	15 TIM Innovation III	16 OC Theory and Practice	Pearson Master Class	WORKSHOPS
1410	040 A review of practical confucian wisdom and learning organizations Zhu, Yunxia	385 Transformatio nal leadership and innovation: a moderated mediation model Tse, Herman; Chiu, Warren	141 Perceptions of success and achievement by females and males in small business Hede, Andrew; Sharma, Bishnu; Haddon Barbara	509 Using the theory of planned behaviour to explain work- life balance program utilization Ting, Donald; Wood, Elliot; Sevastios, Peter	482 448 Fit to multiple contingencies in organizational design: contingency imperative versus equifinality Luo, Ben Nanfeng	325 Personality differences in emotional labour strategy groups Kiffin- Petersen, Sandra, Jordan, Catherine; Soutar, Geoff	466 Uniquely political: rebuilding resources in opposition Coghill, Ken; Holland, Peter; Donohue, Ross, Lewis, Colleen	501 A further revision of Stopford and Wells Model for MNC Matrices Oliv, Jane; Donaldson, Lex	469 Encouraging SMEs to participate in the management of common pool resources Garr, Rodney; Graham, Mary; Mason, Cecily; Parker, Craig	169 Performance improvement in small new product development firms with effective tool adoption and use de Waal, Gerri; Knott, Paul	118 Through the practice looking glass: re-viewing workers as practitioners Price, Oriana; Johnsson, Mary	The use of simulations in management education Ruth, Damian	
1430	144 Collective intelligence, communal mind, and the ecology of wisdom Hays, Jay	353 Gratitude makes the organization go around: followers response to servant leadership Pekert, Andre; Sendjaya, Sen, Ayoko, Oluremi	480 Innovativeness s perspective on entrepreneurial orientation: developing a conceptual model Dembek, Krzysztof, Sarras, Jarnes; Dibben, Mark	277 What a difference a year makes: older workers and the global financial crisis Mountford, Helene	158 Interdisciplinary research: a review of contextual and process factors Siedlok, Frank; Hibbert, Paul	300 Re- considering type A personality as a risk factor for Angina: interactions with perceived effort-reward imbalance at work Allisey, Amanda; Rodwell, John; Noblet, Andrew	273 Ethical dilemmas in the governance of nonprofit humanitarian organizations Armstrong, Anora; Francis, Ronald	071 Adaptation of export marketing strategy in Zimbabwean export firms Sibanda, Khutula; Erwee, Ronel; Ng, Eric	472 How do Australian small and medium enterprises communicate their corporate social responsibility activities online? Parker, Craig; Fraunholz, Bardo; Zutshi, Ambika	201 Trends in product innovation: how manufacturing and services blend Kilen, Catherine	443 Organisational change: dynamics of culture, learning and resistance to change Jay, Leighton; Dayaram, Kandy		

Thursday 3 December 2009

CONCURRENT SESSIONS

Room	M5	M8	M3	P2	P3	M4	M7	M1	M10	M12	M9	M6	
Chair													
Theme	01 POM Wisdom Workshop	02 L&G Leaders and Led	04 ESB	06 HRM Work Life Balance	10 OB	10 OB Personality at Work / Co- workers <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SSM	15 TIM Innovation III	16 OC Theory and Practice	Pearson Master Class	WORKSHOPS
1330	061 Wisdom, management and moral duties: a Greco-Roman perspective Small, Michael	375 Face values on trust in loyalty and empowerment : a study of managers in China's public sector <u>Wang, Karen</u> , <u>Fang</u> , Yongqing	242 Factors influencing HRM of family firms in China: an empirical study Kim, Youngok, Gao, Fei Yi	021 Flexible work arrangements in higher education: a tale of two groups <u>Pauli, Megan</u> , <u>Ornat</u> , Maryam, Sharafzad, Fleur	024 Organizational and group antecedents of work group innovativeness in the service sector Nsenduluka, Evaristo, <u>Shee</u> , <u>Hiranshu</u>	340 Job embeddness s and turnover: an empirical test with dispositional antecedents <u>Gong</u> , <u>Yuanjuan</u> , <u>Chow, Irene</u> , Li, Weiwen	386 Customer orientation in an Australian public service agency and its effect on public service motives: developing a research study Wood, Christa	528 The internationalization of emerging market firms: a focus on inward-outward linkages and business group experience Ma, Xufei; Lu, Jane; Yiu, Daphne	447 Are SME priorities accidental environmentalist s? Lawrence, <u>Phillip</u> ; Davis, Douglas; Bern, Sue	429 Identifying innovators in the workplace <u>Chapman</u> , <u>Geoffrey</u> , Dedich, Ann; Sloan, Terry	360 Exploring the application of positioning theory to the analysis of organisational change Zelle, Gregor	The use of simulations in management education Ruth, Damian	
1350	376 Special and wise: the paradoxical nature of the representation of women in management Boyle, Maree; Roan, Amanda	396 Thematic analyses of employee perceptions of leadership: further support for the construct of effective leadership within local councils of Australia <u>Muchiti</u> , <u>Michael</u> , Cooksey, Ray	327 Conflict in family firms: moderating role of continuance commitment Sardestmukh, Struti	323 The work-life balance psychological contract: making sense of organisational signals <u>Griga, Kerry</u> , Mayson, Susan, Bardoel, Anne	358 Human resource management in project- based organization: towards an orthogonal approach Bourgeon, Laurent	197 Correlation between personality traits and organisational commitment Tan, Evelyn; <u>Jay, Leighton</u> , Taylor, Ruth	492 Nonprofit executive succession: a preliminary model <u>Santora</u> , <u>Josedi</u> ; Sarros, James; Seaton, William	070 Intra-firm competition as a strategic option to enhance innovation performance Law, Kuok Kei; Bian, Lin	354 The relationship between environmental performance and environmental disclosure: empirical evidence from Australia <u>Sutantoputra</u> , <u>Aries</u> ; Lindorff, Margaret; Prior Jonson, Elizabeth	254 Turning an innovation intention into a reality: the role of champions and external agencies <u>Unsworth</u> , <u>Kerrie</u> , Mazzarol, Tim; Reboud, Sophie	DISCUSSION		

Thursday 3 December 2009

Theme	02 L&G	04 ESB	05 GDO	06 HRM Learning and Development	07 IM Emerging Issues in International Management	08 MED International and Cross Cultural Issues	10 OB Identity and Commitment <small>Sponsored by John Wiley & Sons Australia</small>	13 SM	14 SSM	15 TIM Innovation II	16 OC Theories of Change II	WORKSHOPS
1150	DISCUSSION	262 An analysis of small business owners' participation in online learning <u>Smith, Tara</u> , Stoney, Susan, Walker, Beth	DISCUSSION	335 The impact of overseas training on human capital development: a study on the Bangladesh Civil Service <u>Alam, Quamrul</u> , Haque, Mohammed Ziaul Haque	060 Environmental imprinting, pre-entry learning, and the survival of new entrants <u>Yang, Jing Yu</u> , Li, Jiaao, Delios, Andrew	276 Executive development: learning from effective practices in the Papua New Guinea public service <u>Pojum, Nana</u> , Wallace, Michelle	377 Does off-the-job embeddedness matter in predicting intention to leave? Treuren, Gerry	217 From dynamic capacity to absorptive capacity: an essay of operationalization <u>Noblet, Jean-Pierre</u> , Simon, Eric	333 The carbon market: an investigation of the current state and trends <u>Niblock, Scott</u> , Harrison, Jennifer	391 Renewable energy new technologies and Australian small and medium enterprises <u>Sedmak, Melissa</u> , Evans, Alison		
WORKSHOP I												
M11				WORKSHOP J				WORKSHOP K				
1050 - 1210	540 Sport as Business Symposium - Academic Perspectives Session Chair: Mark Dibben Speakers: Prof Graham Cuskelly, Editor, Sports Management Review Prof Harald Dolles, Co-Chair, European Academy of Management "Sport as Business" Special Interest Group A/Prof Lionel Frost, Editor, Sporting Traditions	491 Human Resource Management (HRM), 'lean' management and organisational issues in healthcare: International perspectives Bamber, Greg, Hicks, Chris, Mark, Annabelle, Burchill, Frank, Proctor, Steve	047 Mixed methods: the third methodological movement Cameron, Roslyn									
1210 - 1330	Lunch – Crown Promenade Foyer Level 2											
1230 - 1400	ANZAM AGM (1230 – 1400)											
1300 - 1330	Poster Presentations Session 1 – All poster authors to be available with their poster											
												Promenade – P1 Foyer Level 2

Thursday 3 December 2009

Theme		WORKSHOPS									
02 L&G Leadership: Intangible	04 ESB	05 GDO	06 HRM Learning and Development	07 IM Emerging Issues in International Management	08 MED International and Cross Cultural Issues	10 OB Identity and Commitment <i>Sponsored by John Wiley & Sons Australia</i>	13 SM	14 SSM	15 TIM Innovation II	16 OC Theories of Change II	
1110	106	022	387	229	481	452	263	227	072	235	318
	Shared leadership in arts organizations Cray, David; <u>Inglis, Loretta</u>	The complex hybrid of transnational scientific entrepreneurship and its role in the global knowledge system Oliver, Amalya; Montgomery, Kathleen	Mutual obligations and organisations' family friendly work practices: do they support attraction and retention of parents? <u>Cliffe, Simone</u> ; Lloyd Walker, Beverley; Sims, Rob	Developing leadership and management capability for the future of an industry <u>Becker, Karen</u> ; Short, Tom; Stehlik, Tom	Academics as part-time marketers in university offshore programs: an exploratory study <u>Poole, David</u> ; Ewan, Craig	Cultural differences in attitudes toward plagiarism in undergraduate business students: an empirical investigation Redfern, Kylie; Barnwell, Neil	Exploring the motivational process of transformational leadership: the role of individual differentiation and team identification Tse, Herman; Chiu, Warren	Intellectual capital: the link to organisational strategy for sustainability <u>Mitchell, Helen</u> ; Vehland, Dennis	A systems-based corporate sustainability framework Stubbs, Wendy	Innovation in three dimensions: a systems perspective Daniel, Lisa	Explaining organizational change through generative mechanisms Buttriss, Gary
1130	119	329	102	458	079	213	135	511	328	317	DISCUSSION
	Firm performance, corporate governance, and CEO turnover: an empirical studies from China <u>Pi, Lili</u> ; Lowe, Julian; Zhao Chao	The paradoxical nature of venture failure: an entrepreneurship learning perspective <u>Güst, Noga</u> ; Maritz, Alex	Financial transitions and turning points for people with Multiple Sclerosis (MS): engaging emotions for a more compassionate organisational response Vickers, Margaret	Recognising a neglected human resource: a case study in the management of research education Neumann, Ruth	International management research identity, pluralism and interdisciplinarity Mikhailova, Snejina	Harmonising Chinese and Australian approaches to learning in the workplace McWilliams, Alan; Henderson, Fiona	Managers' preferences influence their perceptions and commitment to the organization Bambacas, Mary	Network rivalry: environmental and network characteristics Galvin, Peter; Davies, Jennifer	Climate change policy developments in Australia: a comparison of stem, garnaut, and the carbon pollution reduction scheme <u>Mitlock, Scott</u> ; Harrison, Jennifer; Kouznin, Alexander	Exploring technology transfer and new product development through organisational learning in strategic technology alliances Jabar, Juhaini; Soosay, Claudine	

Theme	02 L&G Leadership: Intangible	04 ESB	06 HRM Workplace Health and Safety	07 IM HRM, ER and Teams in Global Organisations	08 MED Curriculum & Design III	10 OB Managing Knowledge <i>Sponsored by John Wiley & Sons Australia</i>	11 PSN	13 SM	14 SSM	15 TIM Innovation I	16 OC Theories of Change
1000		303 Born-global firms: an examination of their performance Trudgen, Ryan; Freeman, Susan	055 Preventing workplace violence across diverse industry contexts: a framework for workplace violence control Bentley, Tim; Cateley, Bevan	136 How may I be of service? Foreign accent adoption in off-shore call centres Bordia, Sarbati	015 Using the jazz metaphor to teach the strategy capstone course Mills, Michael	147 The effect of ethnic diversity and personal identity on expatriate managers Lindsay, Sarah; Freeman, Susan	016 Unrestrained market, subprime crisis, and public intervention Alam, Quamarul; Tanquzzaman, ATM; Yusuf, Mohammad	086 The importance of individual mental models for strategic thinking in organizations Malan, Renee; Erwee, Ronei; Rose, Dennis		406 Innovation adoption and fit, linking R&D and industry Moreland, Hayley; Hyland, Paul	226 Impact of downsizing and restructuring decisions and processes on organisational knowledge and effectiveness: implications for perceived success Stillington, Helen; Marshall, Verena
1020	Morning Tea – Crown Promenade Foyer Level 2										
CONCURRENT SESSIONS											
Room	M8	M3	M7	M6	M9	M4	P3	M1	M10	M2	M5
Chair											
Theme	02 L&G Leadership: Intangible	04 ESB	05GDO	06 HRM Learning and Development	07 IM Emerging Issues in International Management	08 MED International and Cross Cultural Issues	10 OB Identity and Commitment <i>Sponsored by John Wiley & Sons Australia</i>	13 SM	14 SSM	15 TIM Innovation II	16 OC Theories of Change II
1050	245 An unrecognised power: the influence of folklore on executive leadership McNally, Beverley	025 Defining the born global firm: a review of the literature Bader, Tony; Mazzarol, Tim	184 A model for sustaining an older workforce in local government Swan, Peter; Wicks, Alison	200 Relations between learning environments, competence development strategies, and learning outcomes in SME's Kock, Henrik; Elisstrom, Per- Erik	473 An investigation of the influence of nostalgia on tourist destination Asenjo, Carolina; Phau, Ian; Quintal, Vanessa; Marchegiani, Christopher	399 Foreign market entry mode choices in the internationaliza- tion of higher education institutions Dolles, Harald	321 Individual correlates of organizational commitment and knowledge sharing practices Wong, Anthony; Tong, Canon; Mula, Joseph	175 External intelligence capability as a dynamic capability for achieving superior organizational performance Koh, Hock-Tee; Hubbard, Graham; Seet, Pi-Shen; Tan, Joo-Seng	164 The limits to sustainability as market strategy: the case of Chicle de Vries, Tineke; Bray, David; Paul, Karen	405 Innovation facilitation within a regional industry cluster Chapman, Ross; Beckett, Ronald; Gertsen, Frank	032 Organizational paths: how history matters in organizations Sydow, Joerg; Schreyvoegg, Georg
	WORKSHOPS										

THURSDAY 3 DECEMBER 2009

0700 - 0845 Incoming ANZAM Executive Breakfast Meeting (concludes 0845)

Crown Promenade - M14

0815 - 0900 Registration - Crown Promenade Foyer Level 2

Crown Promenade Foyer Level 2

0900 - 0920 ANZAM Track Award Presentations: 1-8

Promenade - P1

CONCURRENT SESSIONS

Room	M8	M3	M6	M2	M4	M10	M9	M1	M133	M2	M12
Chair											
Theme	02 L&G Leadership: Intangible	04 ESB	06 HRM Research into Unions	07 IM HRM, ER and Teams in Global Organisations	08 MED Curriculum & Design III	10 OB Managing Knowledge <small>Sponsored by John Wiley & Sons Australia</small>	11 PSN	13 SM	14 SSM	15 TIM Innovation I	16 OC Theories of Change
0920	145 Benevolent leadership. Leader- Member Exchange (LMX), followers' performance: an extension of leadership theory in a nonprofit organization Chan, Simon; Mak, Wai-Ming	490 SMEs and environmental practices: barriers and drivers Cassells, Sue; Lewis, Kate	283 Employee well- being and union membership Mackay, Keith; Boxall, Peter	153 Employment relations in global production networks- initiating transfer of practices via union involvement? Fichter, Michael; Heffen, Markus; Sydow, Joerg	103 A role for casualty in business ethics education? Murphy, Steven; Weber, Wesley	524 The influence of organisational culture types on tacit knowledge sharing behaviour: a conceptual framework N. Suppliat, Visvalingam, Sandhu, Manjit Singh	378 Balancing sustainability and effectiveness in emergency response: an initial exploration using content analysis Rooney, Jim; Hughes, Kate	146 Is corporate social responsibility linked with firm performance? An alternative test Galbreath, Jeremy; Shum, Paul	326 Are ethical companies' shares less likely to bought and sold in difficult economic times? Metcalfe, Louise; Benn, Sue	126 Propensity to innovate: driving innovation in a professional services firm Klass, Desmond; Wood, Margot	167 The attributed emotional intelligence of change leaders: a qualitative study Smollan, Roy; Parry, Ken
0940	343 Personality influences on the self-leadership practices of vocational college academics Marshall, Glenn; Kiffin-Petersen, Sandra; Soutar, Geoff	059 Contributions of home-based businesses to regional economic development Wang, Calvin; Walker, Beth; Redmond, Janice; Breen, John	371 Union revitalization with Chinese characteristics? Empirical evidence from professional organiser / leader program Fan, Youqing	183 Moderating influences of team member heterogeneity on patterns of participation and voice: a comparison across individualist and collectivist cultures Bennett, Hadya; Wright, Norman	479 Developing critical analysis skills - a challenge for all students Kemp, Sharon	520 The relationship between team coaching and team member learning: a multi- level analysis Pirala-Merlo, Andrew; Liu, Chin-Yun	139 Managing the complexities of contemporary policing: towards a policy framework based on public value pragmatism Newton, Rebecca; Hughes, Owen	115 The innovative behaviour of employees within a small to medium sized enterprise: a social capital perspective Xerr, Matthew; Brunetto, Yvonne; Shacklock, Kate	069 Sustainable procurement in the Malaysian public and private sectors McMurray, Adela; Islam, Mazharul; Swar, Channhuri; Fien, John	434 Innovation and learning for sustainable competitive advantage: preliminary findings Matthews, Judy; Becker, Karen	484 Applying Lewin's change model in the development of a learning organization Wang, Yu-Lin; Ellinger, Andrea

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Wednesday 2 December 2009

1710 - 1730									
025	The universal colour grid: research unbiased by verbal labels and prototypical hues	433	The dark side of consumer fanaticism	623	Green marketing communities and blogs: mapping consumer's attitudes for future sustainable marketing	429	Huggers, movers and shakers: legitimising communication actions of nascent social ventures	509	Customer citizenship behaviours directed at service personnel: what the experts have to say
Areni, Charles, Sutton-Brady, Catherine	Chung, Emily, Beverland, Michael, Farrelly, Francis, Quester, Pascale	Luck, Edwinna, Giyanti, Ayu	Douglas, Mort, Heather, Gillian	Gama, Romana, Bove, Liliana	Rietmuller, Sam, Buttriss, Gary	Garland, Ron, Brooksbank, Roger	Assessing motivation in personnel selection: a compound trail approach	Fein, Erich	HRM readjustment dynamics of an industrial transplant: the case of Toyota in India
							Jones, Robert, Mathew, Sadil, James, Reynold		Stakeholder perspectives on the potential for student consultancy-based projects (SCoP) between a business school and SMEs
									Jones, Glyndwr, Davey, Janet
1730									
Close of Sessions									
1815 - 2030	ANZAM/ANZMAC COMBINED COCKTAIL PARTY					National Gallery of Victoria International, St Kilda Rd			

CONCURRENT SESSIONS													
	M2	P2	M4	M13	M8	P3	M1	M9	M3	M10	M6	M11	M12
CH	Sutton-Brady, Catherine	Farrelly, Francis	Luck, Edwina	Mort, Gillian	Gamma, Romana	Rietmuller, Sam	Garland, Ron						
TRACK	Brand Management	Consumer Behaviour	CSR	Public Sector and Not for Profit Marketing	Services Marketing	Sustainable and Social Marketing	Tourism, Sports and Arts	HRM	International Management	Management Education and Development	Organisational Behaviour	WORKSHOP G	WORKSHOP H
THEME	Cultural and Foreign Branding	Emotions and Generational Issues	Sustainability Applications, Interpretations and Evaluations	Performance and Giving Behaviour	Sustainability and Social Responsibility	Tourism and Customer Choice	Destination and Service Experience		Knowledge Management and HRM in Multinational Enterprises	Curriculum & Design II	Managing Knowledge Sponsored by John Wiley & Sons Australia		
1630 - 1650	579 What's in a name? Asymmetry of foreign branding effects in hedonic versus utilitarian product categories <u>Melnik, Valentyna.</u> <u>Klein, Kristina.</u> <u>Volckner, Franziska</u>	038 Do older consumers differ from younger consumers in their attitudes, information sources and store choice in the Australian clothing retail market? <u>Trinh, Giang</u>	036 Ethical issues that impact on wool apparel purchases <u>Sneddon, Joanne.</u> <u>Lee, Julie.</u> <u>Soutar, Geoff</u>	339 The balanced scorecard as a framework for performance management in the Non profit sector <u>West, Lindy.</u> <u>Quazi, Ali.</u> <u>Daves Doug</u>	055 Sustainable Management and Marketing: A re-evaluation of customer switching behaviour in service industries <u>Newby, Leonce.</u> <u>Ward, Tony</u>	103 Pro-environmental tourists and their views and understandings of 'green' products <u>Bergin-Seers, Sue.</u> <u>Mair, Judith</u>	342 Incentives of international and local hotel chains to invest in congestion-reducing activities within a tourist destination region <u>Minamikawa, Kazumitsu.</u> <u>Ohkita, Kenichi</u>	Z 093 Effects of performance appraisal on attitudinal reactions to workgroups: the mediating role of goal interdependence <u>Chen, Tingting.</u> <u>Wu, Peiguan.</u> <u>Leung, Kwok</u>	Z 474 The role of social capital perceived by subsidiary executives in inter-subsidiary knowledge sharing <u>Yamao, Sachiko</u>	Z 280 A sustainable model for a university-industry learning partnership: issues for universities <u>Choy, Sarojini.</u> <u>Delahaye, Brian</u>	Z 027 Knowledge dynamics in communities of practice <u>Perrott, Bruce</u>	Z 100 The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability. <u>Session 3: "Organisational Culture and Sustainability</u>	Z 085 Moving beyond awareness: tips and tactics for creating an inclusive intercultural classroom experience <u>Kerworthy, Amy.</u> <u>Hrvnsek, George.</u> <u>Mulligan, Louise.</u> <u>Williams, Marian</u>
1650 - 1710	046 Can uncertainty avoidance explain acceptance and rejection of familiar and unfamiliar brands? A cross-cultural research on American and French attitudes <u>Karsaklian, Eliane</u>	108 Exploring gender's differences on generation Y's purchase intentions of prototypical and me-too brands <u>Quintal, Vanessa.</u> <u>Phau, Ian.</u> <u>Sims, Daniel</u>	548 Exploring the issues in sustainable development <u>Journal reporting</u> <u>Van Der Meer, Torfina.</u> <u>Luba, Mustard.</u> <u>Jamie</u>	130 Comparison of giving behaviour in Western Australia <u>Shanka, Tekle.</u> <u>Oroz, Ivana</u>	674 Corporate reputation and service firms: which elements impact consumer choice? The impact of corporate reputation on learners' choice of university <u>Botha, Elsammari.</u> <u>Sanders, Ali.</u> <u>Viljoen, Obie</u>	625 Sustainable tourism marketing: what should be in the mix? <u>Pomeroy, Alan.</u> <u>Johnson, Lester.</u> <u>Noble, Gary</u>	704 Co-constructing the museum visitors' experience: a case of two literary museums <u>Thyne, Maree.</u> <u>Heide, Anne.</u> <u>Marje, White.</u> <u>Tabitha</u>	Z 020 Recruitment and selection in the Eastern Monte Carlo: empirical evidence from Macao SAR <u>Kuok, Oi Mei.</u> <u>Chan, Sow Hup</u>	Z 191 Developing knowledge of organisational culture in multinational enterprises <u>Boyle, Brendan.</u> <u>Nicholas, Stephen.</u> <u>Mitchell, Rebecca</u>	Z 281 Undergraduate student aspirations, awareness and knowledge of postgraduate study options: a cross-institutional examination <u>Varhegyi, Melinda.</u> <u>Jepson, Denise</u>	Z 219 Participating in organizational knowledge sharing: a Saudi Arabian perspective <u>Yeo, Roland.</u> <u>Youssef, Mohamed</u>		✓

	M2	M7	M1	M5	P3	SPECIAL SESSIONS				P2	M3	M10	M9	M6	
	668	716	363	535	138	M11	M12	M13	M8	M4	Z 369	Z 351	Z 313	Z 510	Z 275
1410 - 1430	The impact of brand personality and marketing communications on brand equity: an exploratory segmentation approach <u>Guizani, Haythem</u> , <u>Valette-Florence</u> , Pierre, Becheur, Imene	Technology commercialisation mapping in a developing country: Indonesian case study <u>Dhewanto, Wawan</u> , <u>Ummi, Khandan</u>	Towards the development of a Personal Values Importance Scale (PVIS) – application in education Kopandis, Foula	Keys to relational competence in internal marketing <u>Carter, Leanne</u> , Gray, David, Murray, Peter	The influence of reference groups on alcohol consumption: a tri-country, social marketing study of young women <u>Raciti, Maria</u> , <u>O'Hara, Rebecca</u> , Harker, Debora, Harker, Michael, Sharma, Bishnu, Reinhard Karin, Davies Fiona	Marketing during a recession				Reviewers role in the academic process				The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability	
	Broadening our horizons: exploring the work of ten educational theorists and their potential contributions to the scholarship and practice of management education					Management and marketing research in China									
1430 - 1450	285	617	501	581	530					Z 527	Z 344	Z 053	Z 109	Z 382	
	Assessing the fit of two brand personality scales in a Chinese context and revisiting the predictive validity of two methods of measuring self-congruity <u>Jie, Yun</u> , <u>Chou, Ting-Jui</u> , Li, Fangfang	Adoption of e-commerce by the SMEs in Bangladesh: the effects of innovation characteristics and perceived risk Azam, Md. Shah, <u>Quaddus, Mohammed</u>	Materialistic tendencies: materialism and psychological well-being in an Australian adult sample <u>Windisch, Lydia</u> , <u>MacDermott, Sean</u>	Approaching museum shop marketing from a strategic perspective Buber, Renate; Knassmuller, Monika	The salience of vomiting in teenagers' binge drinking intentions <u>Pettigrew, Simone</u> , Pescud, Melanie, Jarvis, Wade, Webb, Dave					The mediating mechanism between psychological contract breach and work-related outcomes: a conceptual framework <u>Perera, Hasuli</u> , Chew, Elaine Yin Teng	Culture-level and individual-level individualism-collectivism as an antecedent of conversational indirectness and its implications for international management: evidence from US vs Thailand <u>Chaidatoom, Suwichit</u> , Polyorat, Kawpong, Kazuya, Hara	Improving the student group work experience through 'team-building' Vickery, Jo, Hunter, James	The mediating effects of perceived quality and risk on purchase intentions between prototypical and me-too brands <u>Quintal, Vanessa</u> , Phau, Ian, Sims, Daniel	The influence of individual factors, supervision and work environment on creative self-efficacy <u>Chong, Eric</u> , Ma, Xiaofang	

1330 - 1350									
510	Vertical brand extensibility: a conceptual framework <u>Portes, Nicolas;</u> <u>Nicolas, Jevons, Colin</u>	504	Understanding the impact of environmental uncertainty on efficiency performance indicator of Thai rice millers <u>Thongratana, Phacharee;</u> <u>Jie, Ferry;</u> <u>Perera, Nelson</u>	403	Mini-sizing consumption or whetting the appetite? Managerial insights on sachet marketing strategies of consumer goods companies <u>Sy-Changco, Joseph;</u> <u>Pornpitakpan, Chantika;</u> <u>Singh, Ramendra</u>	707	Developing a local government marketing model <u>Gardiner, Michael</u>	286	The unique influences of university students' satisfactory and dissatisfactory high risk drinking experiences on their readiness to change <u>Baird, Michael;</u> <u>Ouschan, Robyn;</u> <u>Phau, Ian</u>
Marketing during a recession									
Reviewers role in the academic process									
The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability									
Broadening our horizons: exploring the work of ten educational theorists and their potential contributions to the scholarship and practice of management education									
Management and marketing research in China									
Z 195	Employee participation as a moderator on the high performance work systems and the perception of quality of care relationship in a large regional Australian health service <u>Bartram, Timothy;</u> <u>Casimir, Gian;</u> <u>Leggat, Sandra;</u> <u>Stanton, Pauline;</u> <u>Bonias, Dimitra;</u> <u>Cheng, Cindy</u>	Z 471	Knowledge transfer and the traditional expatriate assignment: a literature review and future research directions <u>Salieh, Noorzai;</u> <u>Fisher, Greg;</u> <u>Nankervis, Alan;</u>	Z 508	Empirical evidence for the efficacy of coaching: a field test using a Solomon four-group design <u>Fisher, Melanie;</u> <u>Wood, Elliot</u>	Z 030	Consumer cognitive responses towards types of nostalgic appeals in advertising <u>Marchegiani, Christopher;</u> <u>Phau, Ian</u>	Z 393	HR practices and employee outcomes: a study of job satisfaction and organisational commitment in Taiwanese nursing <u>Hung, Jia-Yi;</u> <u>Timmo, Nils</u>
Z 171	Performance appraisal cynicism: causes and consequences <u>Brown, Michelle;</u> <u>Kratmer, Maria;</u> <u>Bratton, Virginia</u>	Z 308	Beware of different Guanzi measurements when doing research in China <u>Latham, Gwendal;</u> <u>Gordon, Raymond</u>	Z 117	Why do business students drop out? Evidence from first, second, and third year students <u>Wilcoxson, Lesley</u>	Z 363	Exploratory study into the use of the web as a marketing tool by arts organisations in Vietnam <u>Le, Huong;</u> <u>Sargent, Jason</u>	Z 457	Protean careers and the performing arts: antecedents for intrinsic motivation <u>Fernandes, Sophie;</u> <u>Chalon, Christopher</u>
1350 - 1410									
033	The dilution effects of a line extension on the brand portfolio <u>GIYIN, Mark;</u> <u>Sandhaug, Lars</u>	209	The diffusion of information technology applications in Malaysia's foodservice industry <u>Ismail, Ahmad Fareed;</u> <u>Murphy, Jamie;</u> <u>Chern, Boo;</u> <u>Huey, Sambasivan;</u> <u>Murali</u>	714	The portion-size effect: the impact of increasing portion-size options on food consumption volume <u>Lei, Jing;</u> <u>Gill, Tripat</u>	041	The impact of isomorphic pressures on the development of organisational service orientation in public services <u>Caemmerer, Barbara;</u> <u>Marck, Michael</u>	144	Critical social marketing: assessing the impact of alcohol marketing on youth drinking <u>Gordon, Ross;</u> <u>Harris, Fiona</u>

Wednesday 2 December 2009

SPECIAL SESSIONS AND WORKSHOPS																																																																																																																																						
Venue	M12				P1				M11				M13																																																																																																																									
1030 - 1230	SS A: SPECIAL SESSION 739 Big Mac5 Symposium Marketing, the GFC and future sustainability Participants: Suzanne Beckmann, Copenhagen Business School Denise Conroy, University of Auckland Tim Devinney, AGSM Andreas Falkenberg, University of Agder, Norway Gary Lilien, Penn State University Daniel Tixier, ESSEC Chair: Rob Lawson				WK C: INDUSTRY PANEL Sustainable Management and Marketing Practices: An Industry Perspective Participants: Richard Mason, Metro Trains Melbourne Nick Savaidis, Etko Fair Trade Pat McCafferty, Yarra Valley Water Bob Beaumont, AusIndustry John Holloway, Direct Selling Association of Australia Graham Bradley, Australian Business Council TBC Keryn Schrank, PricewaterhouseCoopers TBC Chair: Max Coulthard				WK A: Z 098 The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability. Session 1: "Sustainable Leadership and Global Responsibility" Jones, Grant, Avery, Gayle, Bissett, Rosemary, Ross, Don Chair: More, Elizabeth				WK B: Z 129 Gender and careers: women, management training and leadership Connell, Julia, Ryan, Suzanne, Ross-Smith, Anne; Pullen, Alison																																																																																																																									
1210 - 1310 1230 - 1330	Lunch Break - Crown Promenade Foyer Level 2 ANZMAC - INSTITUTIONAL MEMBERS LUNCH : 1215 - 1315 - P1																																																																																																																																					
CONCURRENT SESSIONS																																																																																																																																						
Lunch continues until 1330					SPECIAL SESSIONS						P2					M3		M10		M9		M6																																																																																																																
THEME					M11	M12	M13	M8	M4	HRM	International Management	Marketing Education and Development	Marketing and Communication	Organisational Behaviour																																																																																																																								
M2	M7	M1	M5	P3	SS B	SS C	WK D	WK E	WK F	Z 096 Performance Management and Psychological Contract	Z 498 Cultural Influences on Managing and Researching in Asia	Z 057 Curriculum & Design I	Z 442 Socially responsible behavior in socially protean context: how fundamental attribution error influence ethical consumer behaviour	Z 394 Managing in Special Environments. Sponsored by John Wiley & Sons Australia																																																																																																																								
1310 - 1330					Marketing during a recession										Reviewers role in the academic process																																																																																																																							
Grace, Debra Brand Management Brand Personality and Brand Extension					Quaddus, Mohammed Consumer Behaviour I Diffusion of Innovations										Knight, John Consumer Behaviour II Social Marketing and Values										Emerson, Alastair Public Sector and Not for Profit Public Service and Internal Marketing										Pettigrew, Simone Sustainable and Social Marketing Alcohol										Marketing during a recession										The Institute for Sustainable Leadership (ISL)										Broadening our horizons: exploring the work of ten educational theorists										Management and marketing research in China										A career stage perspective to employees' preferred psychological contract inducements Low, Chin Heng; Bordia, Prashant										Curse of the constructs: assessing intercultural effectiveness Stone, Nick										The "Global Project": embedding global skill sets within management curriculum Cameron, Roslyn										Socially responsible behavior in socially protean context: how fundamental attribution error influence ethical consumer behaviour Yu, Chongxin; Gu, Haodong										Exploring the causes of nurses' intent to leave the job: a Taiwanese perspective Hung, Jia-Yi; Wong, Ho Yin									

1130 - 1150										1150 - 1210																																																	
P2	308	Stadium attendance: what kinds of experiences are some spectators looking for when they attend a Rugby Game? An experiential perspective	Pateron, Michael; Johnstone, Micael-Lee	M1	396	Consumer socialisation of children: exploring the influence of TV programme content on children's health knowledge, attitudes and behaviour	Hawkins, Jacinta; Allison, Gareth	M2	650	Exploring on-line shoppers' preferences for Australian and foreign sourced apparel	Steel, Marion; Ho, Shau	M4	063	The value of full-lecture versus summary podcasts for student learning	van Zanten, Rob	M10	248	Consumer characteristics and responses after failures of self-service technology	Kusumasondja ja Sony	P3	587	Brands and labels as sustainability signals	Roth, Stefan; Klingler, Manel; Schmidt, Thomas; Zitzlsperger, David	M12	Big Mac5 Symposium: Marketing, the GFC and future sustainability			P1	Sustainable Management and Marketing Practices: An Industry Perspective			M11	The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability. Session 1:			M13	Gender and careers: women, management training and leadership			M9	Z 311	Managing the talent of independent contractors in Australia	McKeown, Tui	M3	Z 222	The role of unilateral liberalisation in promoting GATS commitment: a case study of Bangladesh commitment in the mobile phone sector	Yusuf, Mohammad; Alam, Quamrul; Coghill, Ken	M5	Z 172	Continuous learning and employee learning processes: the case of New Zealand small manufacturing firms	Goetzer, Alan; Peter, Raja; Vasanthi, Peter	M8	Z 477	Conceptualising personal and historical nostalgia as travel motives	Quintal, Vanessa; Asenjo, Carolina; Phau, Ian; Marchegiani, Christopher	M6	Z 116	Raising the profile of depression in the workplace	Lawson, Katrina; Rodwell, John; Noblet, Andrew
	031	Assessing varying intensities of personal nostalgia on emotions	Phau, Ian; Marchegiani, Christopher		566	Preferences for TV content genre: what Sydney viewers want	Lee, Geoffrey; McGaughan, Robyn		539	The influence of failure severity and perceived employee effort on consumers' postcomplaint negative WOM intentions in a service guarantee context	McQuilken, Lisa		154	The impact of gym users' perceived value of fitness centres on their quality of life perceptions	Ouschan, Robyn; Nikola, Meghan		Z 023	More than new bottles? Exploring the who and how of talent management in multinational companies	McDonnell, Anthony; Hickey, Carriona; Gunnigle, Patrick		Z 052	The impact of a multinational corporation's human resource structure and strategy on the international performance appraisal	Maley, Jarre		Z 207	Training decision making in software services firms: evidence from India	Malik, Ashist; Nilakant, Venkataraman		Z 464	A best practice model for the export of fresh food from Australia to the retail market in Thailand	Coath, Emma; Sohal, Arnik		Z 362	Work-life balance: in search of effective strategies	Haddon, Barbara; Hede, Andrew																								
Above sessions break for lunch from 1150 - 1210																																																											
Special Sessions continue through to 1230														Above sessions break for lunch at 1210																																													

1050 – 1110	P2	M1	M2	M4	M10	P3	M12	P1	M11	M13	M9	M3	M5	M8	M6								
264	How thinking styles moderate the attraction effect	305	Exploring dimensions of consumer-human brand attachment	611	Personality influences the Mobile Phone Usage	013	How locus of control influences students' e-satisfaction with self-service technology in Higher Education	124	Negative emotions in customers' service experience firms' service recovery in the Norwegian Tourism Industry – measurements models	334	Energy labels: formats and impact on consumption behaviour	149	You're from where? The influence of distance factors on cross-cultural adjustment	239	Developing a knowledge sharing model for the implementation of the learning organization	260	Service dominant logic: is it simply repositioning relationship marketing?	231	Eco-careers: expressing green values in working lives				
Mao, Wen; Oppewal, Harmie	Illicic, Jasminia; Webster, Cynthia	Kamran, Mirza; Iran, Awan; Farhan, Hassan; Ahmed, Asad; Munaza, Zahneef; Salman	Siddiqui, Kamran; Mirza, Iran; Awan, Farhan; Hassan, Ahmed; Asad, Munaza; Zahneef, Salman	Chitty, Bill; Ward, Steven; Noble, Terry; Tiangsoongnern, Leela	Svan, Sander; Slatten, Terje; Svensson, Goran; Edvardsson, Bo	Gu, Haodong; Morrison, Pamela; Yu, Chongxin	Jogulu, Uma; Paris, Melissa; Wolfram Cox, Julie	Jenkins, Emma; Mockaitis, Audra	Suwetwatana Kul, Chokchai; VanGramberg, Bernadine; Shee, Himanshu	Johns, Raechel; Blackman, Deborah; Low, David	Inkson, Kerr; Parker, Polly												
1110 - 1130	680	105	078	066	603	278	Big Mac5 Symposium: Marketing, the GFC and future sustainability					Sustainable Management and Marketing Practices: An Industry Perspective					The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability. Session 1:			Gender and careers: women, management training and leadership			
How do men and women process anti-alcohol ads stimulating negative emotions?	Attitude towards TV advertisement s: the case of the Bangladeshis tween-agers	Body beliefs and virtual models	Marketing students' perceptions of online recorded lectures	Cognitive appraisal processes in service failure situations	Pursuing status through ethical consumption?	Reactive or proactive? Universities in action on their ageing academic workforce	Cross-cultural competence of the PRC expatriate managers	Developing leaders through self-directed learning: a conceptual model of self-development	Employer branding in Australia: a content analysis of recruitment advertising in the mining and higher education industries	Is there any relationship between loneliness, job satisfaction and organizational commitment of migrant workers?													
Becheur, Imene; Valette-Florence, Pierre; Guizani, Haythem	Razzaque, Mohammed	Jose	Ho, Henry; Weaver, Debbie	Suzachartkuntornkun, Jitaporn; Patterson, Paul; McColl-Kennedy, Janet	Allison, Gareth	Latkin, Jacqueline; Neumann, Ruth	Wang, Dai; Freeman, Susan; Hutchings, Kate	Nesbitt, Paul	Waight, Paul; Chow, Jennice	Chan, Sow Hup; Qiu, Hua Han													

WEDNESDAY 2 DECEMBER 2009

0730 - 0830	New ANZAM Members Breakfast – Crown Promenade Mesh Restaurant Level 1						Crown Promenade Mesh Restaurant									
0815 - 0900	Registration						Crown Promenade Foyer Level 2									
ANZAM/ANZMAC COMBINED PLENARY						Promenade – P1										
0900 - 1000	INTRODUCTION AND WELCOME: ANZMAC and ANZAM Conference Chairs KEYNOTE SPEAKER: Professor Tim Flannery (writer, scientist, explorer and Australian of the Year 2007): <i>Sustainable management and marketing</i> <i>Sponsored by The Office of Environmental Sustainability TOES</i>															
1000 - 1030	Morning Tea – Crown Promenade Foyer Level 2															
CONCURRENT SESSIONS																
	P2	M1	M2	M4	M10	P3	SPECIAL SESSIONS			M9	M3	M5	M8	M6		
CH	Marchegiani, Christopher	Lee, Geoffrey	Steel, Marion	van Zanten, Rob	McQuikken, Lisa	Ouschan, Robyn	M12	P1	M11	M13						
TRACK	Consumer Behaviour I	Consumer Behaviour II	Consumer Behaviour III	Marketing Education	Services Marketing	Sustainable and Social Marketing	SS A	WK C	WK A	WK B	HRM	International Management	Management, Education and Development	Marketing and Communication	Organisational Behaviour	
THEME	Emotion	Marketing Communication	CB Online	e-learning II	Conflict and Service Failure	Consumer / Branding	Big Mac5 Symposium: Marketing, the GFC and future sustainability					Employment – Career & Talent Management	New Evidence from Expatriation and Trade Issues in Asia	Knowledge, Training and Development		Improving Work <i>Sponsored by John Wiley & Sons Australia</i>
1030 - 1050	010	588	586	417	034	365						Z 180	Z 114	Z 310	Z 214	Z 187
	Demystifying customer engagement: toward the development of a conceptual model Hollebeek, Linda	You don't get a second chance at a first impression! – assessing the impact of TV-spots on perceived brand personality Heinrich, Daniel, Hampel, Stefan, Bauer, Hans	Socio-psychological drivers of internet transaction behaviour: an empirical analysis Putt, Lennora	E-learning practice: a framework for the implementation of online learning Lee, Geoffrey	After the horse has left the barn it's too late to close the door: a study of service firms' conflict handling ability Walsh, Gianfranco, Ndubisi, Nelson, Ibeh, Kevin	An evaluation of advertising strategies for anti-hoarding Bowe, Jascha	The Institute for Sustainable Leadership (ISL) presents the 2009 ANZAM Symposia series on Leadership and Sustainability. Session 1: Gender and careers: women, management training and leadership					Just a job or a satisfying career? Careers in the aged care industry Clarke, Marilyn	Change your mind? A longitudinal study of expatriates' cognitive changes Fee, Anthony, Lu, Steven, Gray, Sidney	Developing expert knowledge in communities of practice Rathnapulle, Sasikala, Daniel, Lisa	Developing a multidimensional scale for measuring network effects at product level Winter, Susanna, Sundqvist, Sanna	Does a positive work environment enhance organisational attachment in University academics? Ferrer, Justine, Foley, Patrick, VanGramberg, Bernadine

4